



15 July 1974

MEMORANDUM FOR: Director of Central Intelligence  
VIA : Deputy Director for Intelligence *ewf*  
SUBJECT : Rotational Assignments to OPR  
REFERENCE : DCI Memo, "Staffing OPR", dated 12 June 1974

1. The Office of Political Research is developing a program for the assignment here, on a rotational basis, of carefully-selected analysts from other Agency components. (We have made ad hoc arrangements of this sort already; now we propose to formalize the approach.) We will commence cautiously, first identifying at the most half-a-dozen "rotational" positions (GS-13 to GS-15). The program can be expanded if our experience is successful.

2. The length of any analyst's assignment to such a position will be based in part on the particular research projects he or she undertakes; generally it will be no shorter than six months and no longer than two years. Each project proposed will be carefully reviewed in advance -- in terms of its feasibility, its intelligence importance and relevance, its relationship to OPR's overall work program, and the capability of the analyst to do a first-rate job.

3. We will circulate a general notice (and include a couple of sample project descriptions) so that individuals can take the initiative in applying and in sketching out project proposals which they think suitable and significant. Actual assignments will, of course, be worked out with the appropriate office heads.

4. Though as a general principle we would like to have the initiative come from the analytical people themselves, we will encourage assistance from all quarters in identifying likely prospects for these rotational tours. What we must avoid is any feeling that people can be "assigned" here. OPR can provide a special stimulus and a change of pace for fully-qualified analysts; we cannot afford to have people here who are being shunted aside by their own offices, or who are seeking a vacation spot rather

than a new challenge. Our criteria for selection of candidates must in the end rest on the judgment of half-a-dozen senior persons in this office that a given person is a caliber to help us, to broaden himself, and so to assist his parent office.

5. With your cooperation, we will be able to implement this program so as to reinforce our strength of talent in OPR, considerably extend our substantive scope, and accomplish both these things in a recurring way. At the same time, we will be opening a new career-development option for talented people -- an option which can help supplement the existing possibilities for external training, travel abroad and the like.



LEWIS J. JAPHAM  
Director, Political Research

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12 June 1974

MEMORANDUM FOR: Deputy Director for Intelligence  
Director, Office of Political Research

SUBJECT : Staffing OPR -- A Progress Report

REFERENCE : Memo to DCI and DDI from D/PR and DD/PR  
dated 23 May 1974, same subject.

1. Thank you for this excellent progress report on staffing OPR. I am much impressed with the quality of the staff you have assembled. I am equally impressed with the quality of the output I have seen to date.

2. Your account leads me to one suggestion. I know we are in the initial staffing period for OPR, but I suggest that a certain number of the positions be identified clearly and publicized as "rotational positions." I think of them as the basis for "sabbaticals" for harassed analysts from OCI, OER, OSR, et al, and even for appropriate individuals from DDS&T and DDO. This could substantially extend our "external training" quota without going through the agony of moving families for the academic year. Further, such slots could be of indeterminate rotational term to permit the assignment of individuals to conduct proper OPR quality research on a particular topic needing three months', six months', or three years' research. The difference between my idea and what I know as your plan for normal rotation is the number of applications you might receive from others who might offer particular promise, who would not be likely to apply if they did not know of this potential. I know I am being overly generous of the nonexistent slots I have failed to give you, but I would like to see if we could not work on this and come up with some solution to the problem.

WEC

W. E. Colby  
Director

WEC:jlp (12 June 1974)

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